

Challenge-trg Group

Challenge-trg Gender Pay Gap Report 2010

Challenge-trg operates within the Training & Logistics Sector essentially supplying qualified drivers and warehouse staff to a number of its major clients. The majority of drivers within Challenge-trg hold a HGV class 1 and or 2 license. Challenge-trg offers life-long learning opportunities through its training arm Phoenix Training Services.

It is recognised that there is a national shortage of qualified drivers within the logistics sector and a major under representation of women; this is down to:

- Unsociable driving hours
- Manual handling of cages, many major clients continue to use manual labour as a means of loading/unloading cages as the cost of automation is too costly an investment.

The representation of men and women in our business is as follows:



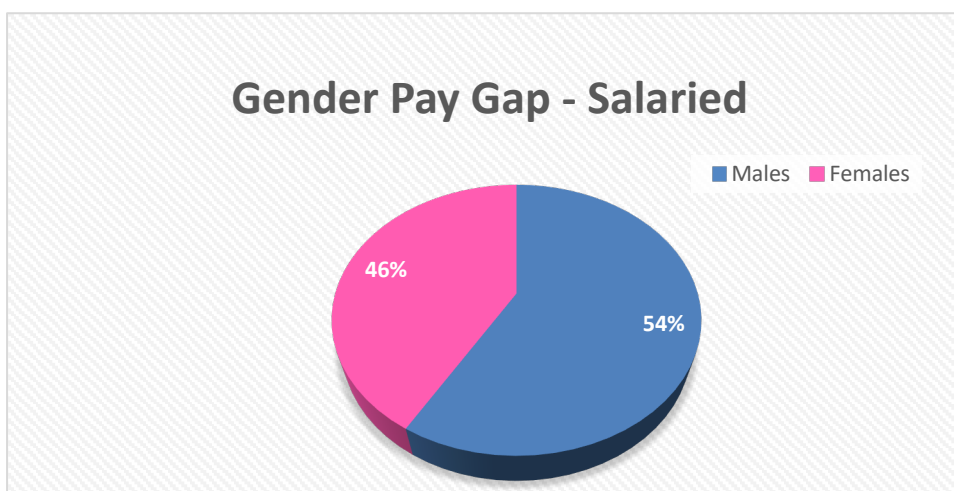
Due to our equality and diversity policies in place, we are pleased to report there is no equal pay gap amongst similar roles, but due to the under representation of Women within our business, there is a gender pay gap, which is as follows:

The representation of Men and Women in our Head Office/Operations is as follows:



Pay Gap Head Office/Operations – Salaried

The difference between men and women



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On a mean average, Men earn 42% more than Women, with the Median average being 16% which shows an increase in last year's figures, this is down to a number of important factors:

- Division of Office locations North and South, The business recognises the cost of living is substantially higher in the South.
- Men occupy more of our senior roles proportionally in line with the ratio of Men vs Women in our Operational Business

Pay Gap Head Office/Operations – Salaried – Quarterly Bonus

The following breakdown of Bonus has been paid:



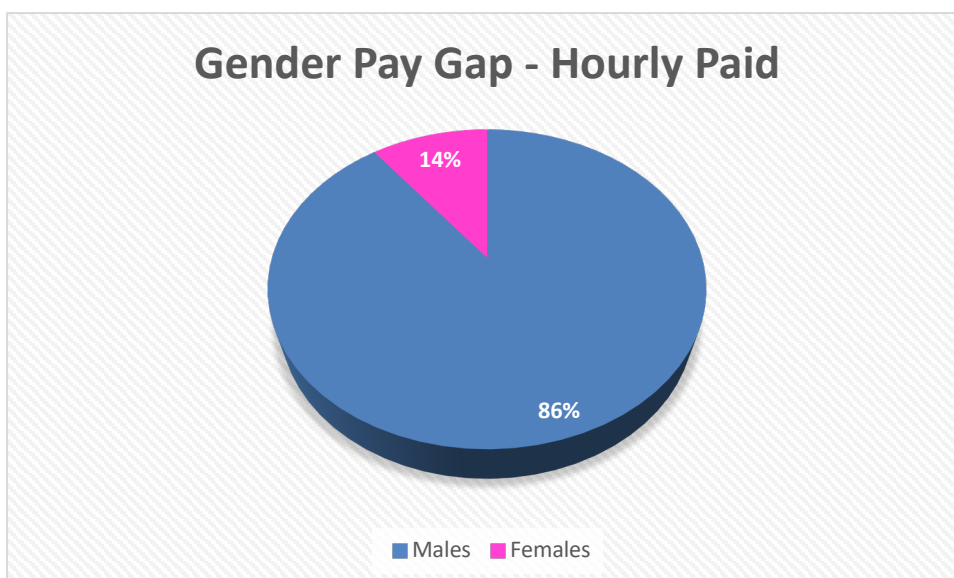
Employees/Drivers – Hourly Paid

The representation of Men and Women in driving/warehouse roles is as follows:



Pay Gap driving/warehouse

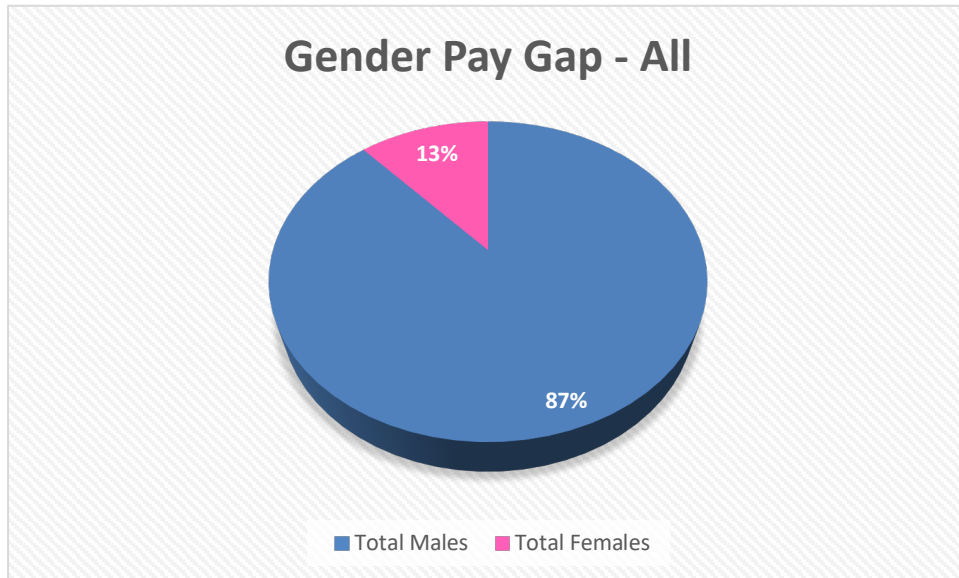
The difference between men and women



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Using a mean average, Women earn 30.8% less than men due to women mainly undertaking drivers mates/warehouse and admin roles whereas men are mainly undertaking driving roles which attracts a higher rate of pay.

Using a median average, Women earn 34.7% less for the reasons indicated above.



I confirm the data reported is accurate.

J A Davies

James Davies
Group Director of HR